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## Esri EAPA\_2025 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• Payroll Administration and Management: This section of the exam measures skills of Payroll Managers and covers administrative oversight and leadership within payroll departments. It includes establishing and enforcing payroll policies, developing management practices, and ensuring effective communication and customer service. Candidates are also evaluated on their ability to manage staffing, promote employee development, and maintain essential core competencies within payroll teams.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• Compliance, Research, and Resources: This section of the exam measures the skills of Payroll Compliance Officers and covers the legal and regulatory framework governing payroll processes. It includes escheatment, legislative updates, and regulatory reporting requirements, along with proper record retention and penalty management. Candidates are also expected to understand multi-state taxation, reciprocity rules, and global payroll considerations while efficiently researching and applying compliance resources.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• Payroll Process and Supporting Systems and Administration: This section of the exam measures skills of Payroll Systems Administrators and covers the operational and technical aspects of payroll management. It focuses on maintaining employee master files, understanding payroll system functionalities, and ensuring business continuity through effective technology use. Candidates must also demonstrate knowledge of system upgrades, maintenance, and project implementation within payroll environments.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• Core Payroll Concepts: This section of the exam measures skills of Payroll Specialists and covers the fundamental principles of payroll operations. It focuses on worker classification, compliance with the Fair Labor Standards Act, employment tax handling, and management of employee benefits. Candidates must understand employee and employer forms, professional responsibility in payroll management, and methods and timing of employee compensation to ensure accurate and lawful payment practices.</li></ul>

Topic 5	<ul style="list-style-type: none"> <li>• Calculation of the Paycheck: This section of the exam measures skills of Payroll Analysts and covers the detailed components involved in calculating employee pay. It focuses on regular and fringe compensation, tax calculations, and both involuntary and voluntary deductions. Candidates are required to accurately determine employer contributions and total payroll amounts to ensure precise and compliant paycheck processing.</li> </ul>
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### **Esri ArcGIS Pro Associate 2025 Sample Questions (Q65-Q70):**

#### **NEW QUESTION # 65**

Which ArcGIS Pro tab gives a user the option to export a map layout to a file?

- A. Project
- **B. Share**
- C. Map

#### **Answer: B**

Explanation:

The Share tab in ArcGIS Pro contains all options related to exporting maps, layouts, and sharing data. Export Layout options for formats like PDF, PNG, and others are found here.

- \* Project tab is used for application-level settings.
- \* Map tab is for map design and editing.
- \* Share tab includes all export and sharing options for layouts.

Therefore, the correct answer is C.

#### **NEW QUESTION # 66**

Which tool should be used to set the coordinate system of a raster dataset that is currently unknown?

- A. Project Raster
- **B. Define Projection**
- C. Project

#### **Answer: B**

Explanation:

The Define Projection tool is specifically used when a dataset lacks spatial reference metadata—that is, when its coordinate system is labeled as "Unknown." This situation arises when the coordinate system information is missing or was never assigned, and it is necessary to tell ArcGIS what spatial reference the data is already in without altering the data's location or pixel values.

According to ArcGIS Pro documentation and workflow best practices:

"The Define Projection tool assigns a coordinate system to a dataset that does not already have one. It does not alter the dataset's data or coordinate values—only the metadata is updated." This is crucial because Project and Project Raster are tools that transform data from one coordinate system to another, and they require that the data already has a valid defined coordinate system to begin with. Attempting to use either of those tools on data with an unknown projection would be incorrect and could lead to spatial inaccuracies.

Therefore, the correct and verified tool for this situation is Define Projection.

#### Reference Topics Covered:

- \* ArcGIS Pro - Data Management # Defining spatial reference
- \* ArcGIS Pro - Raster Functions and Georeferencing Workflows
- \* ArcGIS Pro - Geoprocessing Tool Help (Define Projection vs Project Raster)
- \* ArcGIS Pro Certification Study Guide - Data Management Domain

#### NEW QUESTION # 67

A GIS specialist creates a model tool to allow others to run analysis on their own data. When users open the model tool, they are unable to configure input data or output location.

How should the specialist expose this functionality to users?

- A. Right-click the model variables > Open > Properties
- B. Right-click the tool in the model > Create Variable > From Parameter
- C. Right-click the model variables > Parameter

#### Answer: C

##### Explanation:

To make variables editable by users when running a model, you must right-click the model variables and check "Parameter." This exposes the variable as an input or output parameter in the tool interface.

\* Create Variable > From Parameter (Option A) is used when building the model, not when exposing variables.

\* Open > Properties (Option C) accesses variable properties but does not expose parameters for tool users.

Therefore, the correct answer is B.

#### NEW QUESTION # 68

A GIS technician has a feature class that contains thousands of features. The technician needs to control when certain features within the feature class draw on the map as they zoom in or out.

Which method should be used to accomplish this?

- A. Definition query
- B. Display filters
- C. Visibility range

#### Answer: C

##### Explanation:

Visibility range (also called scale range) controls at what zoom levels a layer or features are displayed. This allows the map to automatically hide features when zoomed out too far, improving performance and reducing clutter, while showing detailed features as the user zooms in.

\* Definition query (Option A) filters features based on attribute values, not map scale.

\* Display filters (Option C) filter features at specific scales but require advanced configuration; visibility range is more direct for simple scale-based drawing control.

Therefore, the correct answer is B.

#### NEW QUESTION # 69

A GIS analyst performs an overlay operation between a city polygon layer and voting districts. The analyst observes multiple tiny slivers that are created because the boundaries of the city layer do not exactly overlap the boundaries of the voting district layer. Which environment variable should the analyst use to avoid this in the future?

- A. Setting an M tolerance value
- B. Setting an XY tolerance
- C. Using cell alignment

#### Answer: B

##### Explanation:

XY Tolerance is used to control how close two vertices can be before they are considered the same point during processing. Setting an appropriate XY tolerance can prevent slivers caused by very small gaps or overlaps when performing overlay operations such as Intersect or Union.

\* Cell alignment (Option B) is relevant for raster operations.

\* M tolerance (Option C) applies to measures along linear features, not to spatial overlays of polygons.

Therefore, the correct answer is A.

## NEW QUESTION # 70

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